UCSF JOURNAL

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She Cuts Hair — But Does Much More

The small boy in the barber chair glared at Darlene DeCulty.

"I don't like you," he said. "You're going to chop my head off!"

She gave no sign that she understood. "Look, here in the mirror," she said. "Do you think you would like it this way? Here — I'll show you."

Gently and deftly, she trimmed the youngster's hair. She waited when he squirmed, talking to him softly and accepting him matter-of-factly. When she turned on the blow dryer, she told him to feel the warm wind — "the warm, tropical wind."

This little boy was seriously disturbed, a patient in the Children's Unit at Langley Porter Psychiatric Institute. He was "extemely frightened of strangers, very aggressive, self-abusive; he would bang his head on the wall, bite his arm, attack other people," LPPI nurse Rose Marie Casoly said. "And yet he would let Darlene cut his hair. . . . She's a gem. I'd hire her, you know. She's a real psychologist, only she was born that way, she didn't learn it in school."

It might be said that everybody knows DeCulty. As operator of the barber shop in Millberry Union, she is the central figure in a central campus spot. Each day she and the other barbers, Kathleen Cerney and Paul Mestas, see a lot of people — a diverse assortment from the UCSF community and from the outside.

But it turns out that there are a good many things about her that most people don't know. Her work with the troubled children from Langley Porter, for example, has been a pretty well kept secret until now. It might still be her secret if the LPPI nurses had not written a remarkable letter to Chancellor Sooy, describing to him the "warm and humanistic way" with which she responds "not only to our own children, but to the campus community at large."

The nurses told the Chancellor that DeCulty has "generously shared her skill with our department for several years . . . her attitude and sensitivity toward our children seem precisely directed to encourage them, enhance their self-image and support social exchange. She does this without recompense and on her own initiative."

In other words, the nurses regard her as a true professional in their field as well as in her own.

It comes as a shock to DeCulty to be asked to talk about herself. It's not something she's accustomed to. But, once she re-establishes her composure, she becomes self-forgetful when she talks about the children.

"Oh, yes, I love them," she said. "You *feel* them. You feel their fears, and you feel what they don't want . . . I just have a love for them.

"If they're upset, I don't cut until they're ready. I make a game of it. When I wash their hair, the water is the rain. We play like the dryer's a wind, a nice warm tropical wind. They like the 'tickle tool,' that is, the clipper."

Her gift for dealing with these difficult little customers — and often with the troubled relatives of critically ill patients as well — does not seem to strike her as anything out of the ordinary. She seems accustomed to dealing with whatever comes up; she has a great stock of self-reliance, which may have developed back in Montana when she was growing up as one of a family of six.

"I've cut hair from the time I was 14," she said. "We had a set of clippers in the house; I cut my brother's hair — he was a very trusting person."

Her skills are not tonsorial alone. Again dating from her childhood, she can repair autos: "My stepfather was a conductor on the Northern Pacific but he had a repair shop in his spare time," she said. "I worked on cars right along with him. I still do."

Further, she can hang wallpaper, paint, put up sheetrock or lay carpets; she can be a plasterer or carpenter, and, she says, "I'm just now landscaping my yard," at her Glen Park District home.

She took up hair styling as a profession some 15 years ago, viewing it as a "good, secure way to raise a family — I could work 9 to 5 and be with my children mornings and nights. I went to the Moler Barber College on Mason Street, even though a counselor told me I'd never make a living at it."

Her daughter and two sons are grown now. A poodle, Peppy, has replaced the snakes, hamsters and iguanas that used to be part of the household, but DeCulty remains as busy as ever.

She likes her work: "I like the campus. It's refreshing, wholesome, great variety . . . doctors come in, children, all kinds of people. Sometimes I go over to the hospital to cut patients' hair — the nurses will call me if someone really wants it. But sometimes I can't make it, and I feel guilty if I can't get over there. . . . I feel as though I offended somebody."

But offending does not appear to be DeCulty's cup of tea. Take, for example, the day when a customer, pleased with the haircut, offered her more than she wished to accept. There was a tug-of-war over that until DeCulty broke it off, handing back the extra bill, saying firmly:

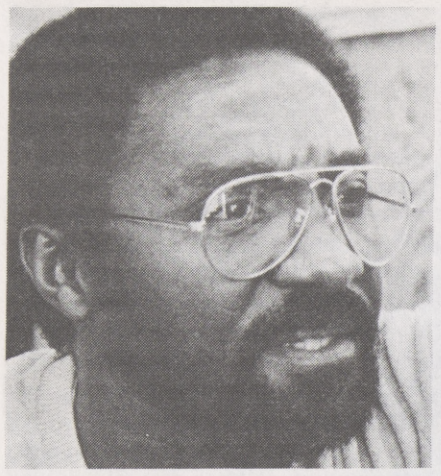
"All right then, if you insist — give it to the kids at Langley Porter."

Jane Eshleman Conant

Young Scott Freeze gets a haircut from DeCulty. Son of employee Lori Freeze, Scott attends the UCSF Child Care/Study Center.

Lee Jones

Successful, Angry, Hopeful



This story is about a UCSF employee who achieved his career goals through personal fortitude. But he had a mechanism that helped: Employee Development Policy 260. Policy 260 authorizes departments to approve full or partial payment of costs and time off for employees who want to go to school to improve their present job performances and increase effectiveness. Policy 260 can also be used by employees who want to learn new skills and thereby advance their careers.

One might be inclined to say that Lee Jones has it made.

He is a principal biomedical electronics technician in the Clinical Engineering Department at San Francisco General Hospital. His income will permit him to send his children to college, and, indeed, his first son, Jeffrey, 18, has just started an electronics course at the College of San Mateo.

And yet Jones describes himself as "still an angry black man."

In his view, the American society has not made it possible for more than a few black people to do what he has done. He rails against the welfare system — "one of the most demeaning things that can happen to you." Of the housing projects that go along with it, he says, "They are dehumanizing . . . 99 percent of them are strictly black."

He is convinced that the only way for blacks is do-it-yourself: "They're going to have to come up and take care of themselves. . . . We're going to have to invest our own money, become entrepreneurs, go into business, stop dropping out of school, go to college, no longer be dependent on the white man to give us jobs. . . . The system is not going to give you anything; you've got to get it yourself."

Jones himself exemplifies what he is talking about. Now 42, he holds a sensitive and taxing job, monitoring electronic equipment during heart catheterizations as well as maintaining and repairing the sophisticated instruments.

He had help getting there, to be sure, but in the main he did it himself. It is his hope that many others will be able to take the same path.

His desire to take care of himself grew out of his boyhood days in Mobile, Alabama, when, as the fourth in an impoverished family of eight children, he learned what it could be like to be black in the South.

He was called a "crazy nigger," he said, because it was impossible for him to submit to what he regarded — and still does regard — as the white man's determination to "demean you, take your spirit, make you humble, so whatever he told you to do, you would do.

"That was Alabama," he said. "That was Mobile. The white man was the ruling class. The more humble the black person was, the more useful he was.

"As a child in the South, in order for you to survive, your mother starts you at a very early age. She teaches you to be humble, or you'll be lynched."

Does he mean lynched — literally?

"I've seen kids 12-13 years old hanging from the schoolhouse . . . I was not only told it, I saw it."

Many southern blacks did knuckle under, he said, but "it was hard for me to do. Some people could take it; I couldn't."

He graduated from the Mount Zion Baptist Church High School in Mobile in 1957. That was a crucial time: "That was the beginning, when the black man began to make his move, take pride in himself. . . ."

But Jones felt "the pressure, the oppression. . . . I kept changing jobs because I couldn't submit. They were always at me. One boss put another black guy up to beat me on the elevator."

Jones' inability to submit worried his family. "My mother thought I should go somewhere else. They wanted me to come north."

In 1963, he came to California to join a brother-in-law stationed at Travis Air Force Base. His first job in San Francisco was as a night janitor at UCSF.

"Here you would be insulted in a different manner," he said. "They didn't call you 'nigger,' they called you 'boy.' "

He and several others perceived that they were in dead-end jobs in the housekeeping department, he said. They felt that they would never be promoted because they were black. There was harassment: "There were staff restrooms, and then there was one for the janitors. We had to go down to the basement. We felt there was injustice, discrimination, in many ways."

In the late '60s, they formed the Black Caucus. "Dave Johnson, Wendell Adams, Leon Johnson, Freeman Bradley, Melvin Pipkins . . . there was a whole bunch of us. We signed a petition against the boss, who we felt was doing a lot of wrong things. We would have 'moratoriums' — we didn't call them strikes — to back up our position. We demanded that Personnel check our records, our skills, showing that we were eligible for promotion."

On his own, Jones took a night school electronics class. "I knew electronics was the coming thing. I thought I could do TV repair."

The night classes didn't qualify him for the UCSF educational TV program, as he had hoped — but he did get a new job as a light maintenance man. "That meant I put in new light bulbs when the old ones burned out."

It was a promotion — "$5 or $10 on the paycheck" — but it wasn't enough. By now Jones was married and had two children, and "what I wanted to accomplish was to make a living for my family — the 'American dream.' I needed more school."

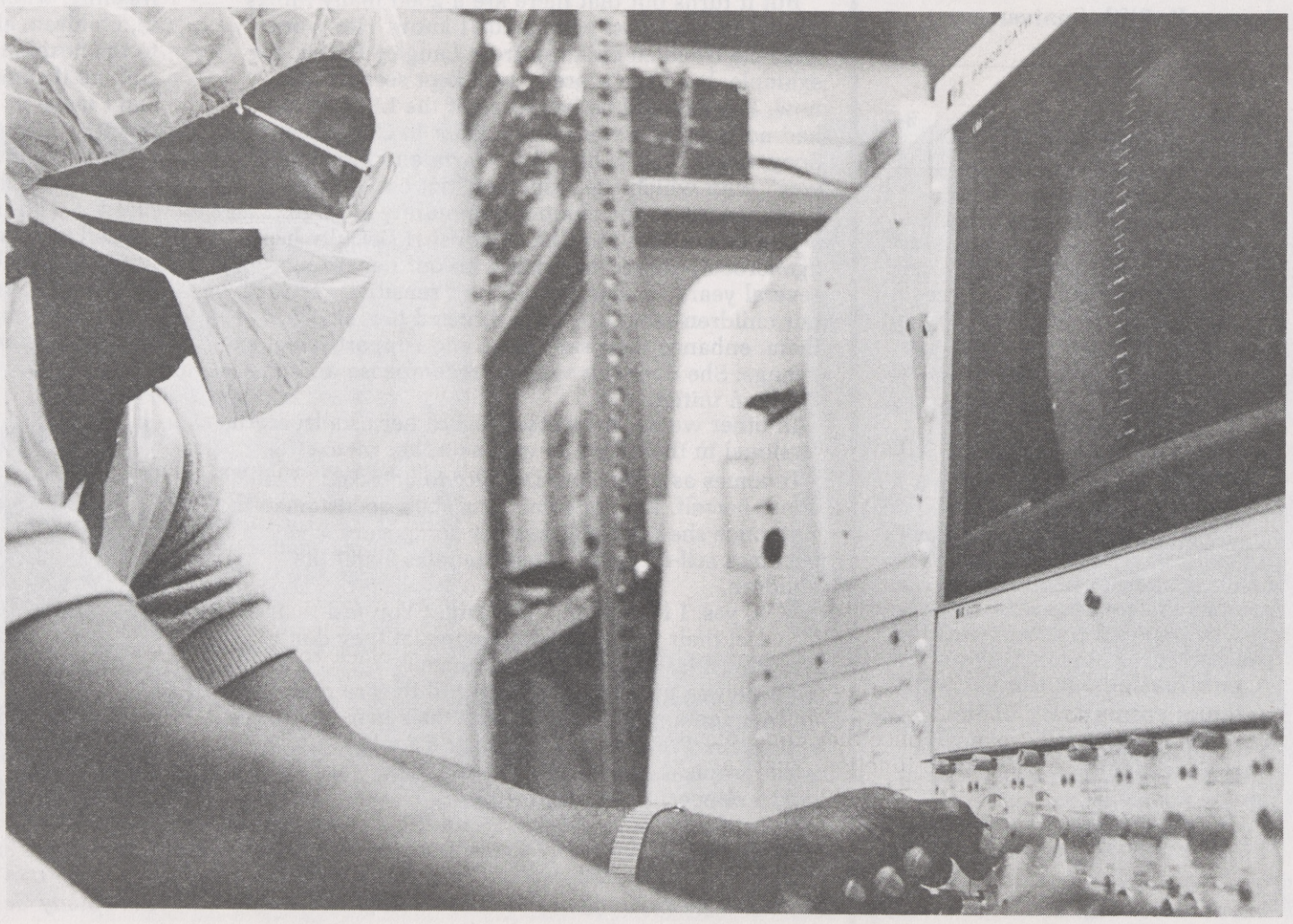
Finally, through a government grant program, Jones was offered the chance to learn electronics, if someone would provide him with a part-time job while he was going to school. Dr. Julius Comroe, emeritus director of the Cardiovascular Research Institute, whom Jones had met during Black Caucus conferences, gave him the needed boost. Jones explained:

"So for two years I went to Heald College, four or five hours a day, and then I'd work two or three hours in the afternoon repairing electronic equipment for Dr. Comroe.

"Then when I finished the course, Dr. [Elliot] Rapaport, chief of the cardiology service at SFGH, had a slot for a full-fledged bioelectronic technician, which I was by then."

Jones went to work in the SFGH laboratory and has remained there. He has accomplished his "American dream," to make enough money for his family, but he remains rebellious, on the part of

Jones is shown in the catheterization lab and (opposite page) making adjustments.



those many others who haven't got it made.

The "system," he said, works directly against blacks, in particular those who receive welfare support and live in the housing projects.

"That's dehumanizing," he said. "You're getting something for nothing. You have nothing to do. You sleep all day and get up at night.

"It takes the incentive away. You don't have the aggressiveness. We now have the third generation on welfare; the kids don't have any incentive. They wind up preying on one another; they wind up destroying one another.

"There's dope there [in the projects] . . . that's a killer. When the law comes in there, it shoots. If a black person is running, he must have done something.

"Some of those people are illiterate, they don't have the proper food. Without proper food, you just can't think.

"If the system really wanted to do something, it would have some sort of work program for those of working age. The way it is now, once they come out of there, they don't know how to function. They're dehumanized, they don't have anything to look forward to."

In spite of this, Jones is hopeful.

"Four hundred years ago we were taught to despise ourselves, not to use our names.

"In the '50s we began to get pride. In the '60s we began to identify with black power. In the '80s we will be in the position of supporting one another. It's the only way we are going to survive. We've got to come together."

He pointed out that about one million blacks are graduating from college each year, "and there are not so many dropouts. . . . In another 10 or 15 years it's going to be even better.

"But the system is not going to give you anything. You got to get it yourself. But you've got to have the education to be a lawyer, a businessman, an employer."

Jones sees an eventual "international black nation," with economic and social collaboration among the world's black populations. "Other third world nations are also being exploited," he said, "that's why we want to come together."

He is practicing what he preaches, instilling in his own sons and other black youths the sense of self-respect which, he said, blacks have lacked for so long.

"I spend a lot of time rapping with young people," he said. "I tell them, 'Look what the system is doing to you; the system is gobbling you up.' I tell them to stay in school.

"I know more than my father did, and I expect my sons to know more than I do."

Jane Eshleman Conant

Manager & Department

One's Story Is the Other's

This is Mary Collier, manager of UCSF Addressing Services and a 24-year UCSF employee.

Collier is in charge of a department that addressed 6,813,201 pieces of mail last year for some 120 campus customers, using three highly sophisticated mailing systems, operated by nine specially trained staff members. The computerized labeling system, used by 10 departments that have large and frequent mailings, has about 100,500 names; the campus locator system, 12,500 names of staff, academic employees and clinical faculty; and the addressograph system, the oldest system, has between 1,500 and 2,000 names and is used for small and incidental mailings by most of Addressing's customers.

Addressing wasn't always a separate department with three different mailing systems. Over the years it evolved, adapting to changing times and needs of campus departments, as did Collier, whose personal career growth story is intertwined with the story of the emergence of her department.

She remembers the date and time — August 26, 1956, 7 a.m. — when she came to work at UCSF. Eaphfrom Walsh, who retired last year from Hospitals and Clinics Environmental Services Department, hired her. She was the sister of Sarah Jean Patterson, a nurse's aide.

"I was hired as a floater for $1.27 an hour," Collier recalls, noting that her 5-foot 1-inch frame was not considered sturdy enough for the rigors of hospital maid work. Making beds and mopping floors were only small parts of her job as a floater. She was a messenger, she worked in the uniform room, filled in as an elevator operator and as a sheet shaker in the laundry room. In 1961, she was promoted, at $1.79 an hour, to full-time elevator operator, a position she held until 1964.

Collier remembers with nostalgia her three years as elevator operator. "That was when I really got to know people. You knew who was who by the clothes they wore. Residents and interns wore bow ties and white coats. During that time I made some good friends with the doctors. It wasn't unusual for a doctor to ask how I was doing, and if something was wrong, to tell me to come see him. They would stop to talk, and often would bring things to me — a cup of coffee or a flower. . . ."

Though elevators were automated soon after Collier sought a new position, this advent had nothing to do with her real motivation to move on to something else. She describes herself as an ambitious person, whose drive to push for a higher paying and more highly skilled position was born on a small farm in Earl, Arkansas, where she grew up with 10 brothers and sisters.

"Our family values were hard work, education and family love," she explained. "My father taught us that we were who we were, not due to color, creed or religion. We were Colliers wherever we went, and were not to be looked down upon."

Collier, an avid traveler who has gone to a lot of places, takes her father's advice with her; and two years ago she had an opportunity to visit his home in Germany, from which he emigrated as a young man in the early part of this century.

With her family-endowed self-confidence, she approached her boss, Bert Cook, when she was ready for a change. He was in charge of UCSF's laundry, elevator operations, mailing, duplicating and general services. She became a duplicating machine operator, working with the mimeograph and addressograph machines. The Addressing Section of Central Duplicating Services, as the department was known then, was rapidly growing. A relatively minor service until 1960, with only one addressograph machine and about 1,000 plates on file, Addressing Section was faced with new demands for service, which necessitated obtaining second- and third-class mail permits. In July 1965, the first of these mailings was made — 4,399 pieces of mail from the School of Dentistry.

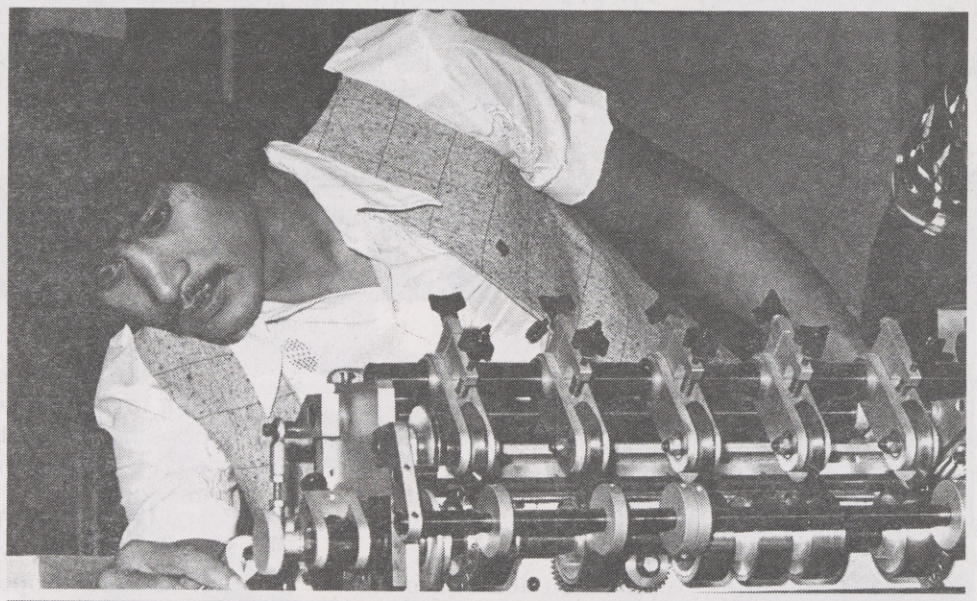
By 1966, Collier was head of the Addressing Section. She and her crew were receiving addressograph files for Dentistry, Pharmacy, Medicine and Nursing school catalogs. This same year the School of Nursing utilized the service for its first bulk mailing, some 2,261 pieces.

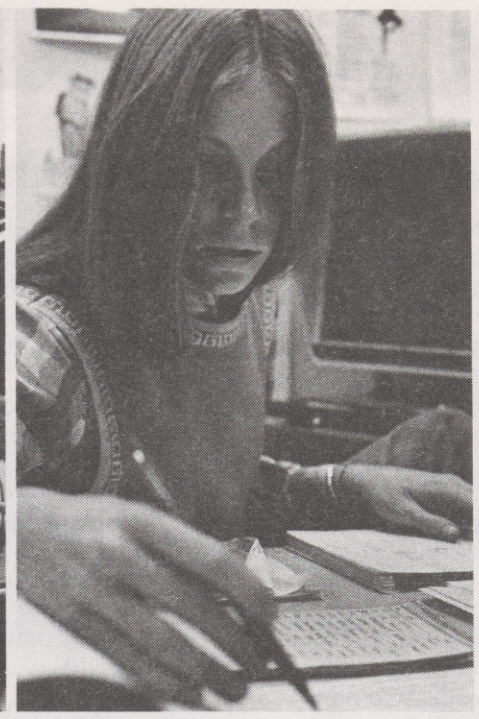
Soon Continuing Education and Health Sciences were taking advantage of Addressing Section, and it wasn't long before lots of new machinery was added. The first newsletter from the Chancellor, published in 1966, the advent of a Public Information Office in 1967, now News and Public Information Services with large mailings for publications and news releases, and the schools' alumni correspondence — all of these greatly enlarged the Addressing Section from 1,000 plates in 1954 to 81,000 in 1968, with a current list of approximately 115,000 names in the computer, locator and addressograph systems.

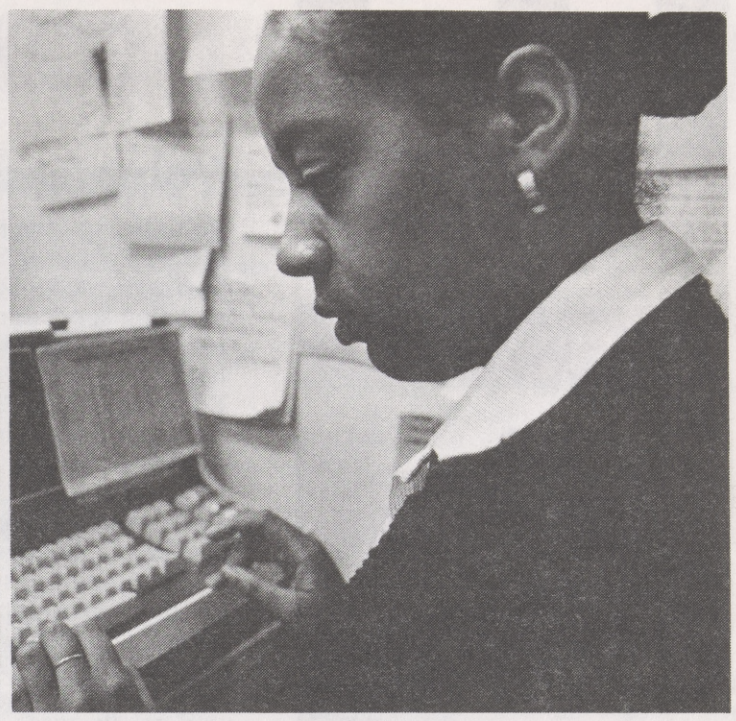
Addressing Section came a long way and continued its progress. In 1971, Mailing separated from Reprographics; in 1973, Collier was reclassified mail service supervisor; and in 1976, Addressing became a separate department from Mailing and Collier became its manager.

Along the way Collier continued to educate herself. She enrolled in the management development institute offered by Development and Training. She completed summer training sessions in management at

(l-r, p. 4) Crisanto Castillo and Raymond Frazier operate the labeling machine. Joseph Garfield makes minor adjustment in machine. Mai Thi Phan (l), key entry operator, and Corinne Faulconer, administrative assistant.
(l-r, p. 5) Julio Cuevas (l) at the addressograph machine and Gerald Thompson at the folding machine. Kim Alin Alfred, who no longer works at UCSF, is shown verifying data for the campus locator system. Francine Robinson types data into the computer terminal.







UC-Santa Barbara, given by the Western Association of College and University Business Officers, and she enrolled in numerous continuing education seminars: assertive management and executive development for the woman manager, to name a couple.

Collier encouraged her staff to do the same. Joseph Garfield, who began working at UCSF in 1970 as a mail clerk, became mail service supervisor in 1978, after taking advantage of Training and Management Development's basic supervisory course, which he completed at San Francisco City College.

Other members of Collier's closely knit team, who socialize as well as work together, are Kim Alfred, key entry operator for computerized terminals; Crisanto Castillo, mail processor; Julio Cuevas, assistant mail processor; Corinne A. Faulconer, administrative assistant and coordinator of campus locator and labeling system; Raymond Frazier, mail processor; Mai Thi Phan, lead key entry operator; Francine Robinson, a 1978 high school Summer Youth Program employee who studied computer language and became full-time assistant key entry operator last year; and Gerald Thompson, assistant mail processor.

Collier proudly shows off her staff, noting each one's accomplishments and area of competence. It's not difficult to see traces of the family values that propelled and sustained her — hard work, education, family love, plus years of experience — being communicated to her staff.

UCSF recognized her efforts in 1969 by giving her the Outstanding Performance Award. Her recommendation for the award, made by Stanley Bateman, then campus business manager, said: "Miss Collier has been a very dependable and conscientious employee, who has always strived, and succeeded, in keeping abreast of the requirements and personal needs of departments using our addressing service. Because of her helpfulness to the departments she is highly regarded throughout the campus."

Those who know her well know that she is also a highly regarded golfer, a winner several times in the UCSF Golf Tournament, and holder of at least 15 other trophies from places near and far, including Jamaica, Mexico and the Bahamas.

Jini Kilgore Robinson

TRANSPORTATION

UCSF Vanpool Program Observes Fifth Anniversary

The UCSF Vanpool Program observed its fifth anniversary last month.

The program started in September 1975 with two 12-passenger vans borrowed from the Berkeley Garage. The vans pooled riders from Pacifica and the Peninsula to UCSF. Today, UCSF has its own fleet of 30 vans transporting 360 passengers from as far as Los Altos, Fremont, Martinez, Napa and Rohnert Park.

Ruth Kermabon is one of several members who have been riding the vans since the program began. Kermabon, who lives in Park Pacifica and works as principal clerk in the Hospital Information Systems Department, said she began riding the van because it was convenient and she found that it was also enjoyable. "You really get to know people," she said. "We have a good time talking as we come and go. The 21 minutes each way seem to go by fast."

The vanpool program is entirely self-supported by its members. A 30-mile round trip costs $40 per month; a 90-mile round trip costs $60; vanpool drivers ride free. This is a substantial saving for the commuting driver who may pay $122 and $366 per month for the same trips, according to figures from the U.S. Department of Transportation.

The vanpool program is part of UCSF's efforts to conserve fuel, improve air quality and reduce parking congestion in the campus vicinity. Each van replaces approximately seven cars, resulting in an annual reduction of 140,000 miles of travel and 13,300 gallons of fuel. For UCSF's total program, that translates into more than four million miles and about 400,000 gallons of gasoline saved annually.

In commemoration of the fifth anniversary, the Transportation Office is selling "POOL IT" t-shirts. These can be purchased at the Transportation Office at 1379 Third Ave. for $2 each.

New vanpools are constantly being formed. The Transportation Office at ext. 1511 can provide more information. UCSF is one of many institutions associated with the National Association of Vanpool Operators.

Vanpool rider Ruth Kermabon.

Public Transportation to Campus Improved

In an attempt to improve MUNI access to UCSF and make it unnecessary for persons coming from certain areas of San Francisco to drive to campus, a crosstown north/south service to UCSF has been implemented.

The service is part of a five-year plan that includes the extension of the 43-Masonic from Cole to Parnassus to Ninth Avenue, beyond to the Forest Hill Station, down to Monterey Boulevard, City College, Balboa Park BART Station, ending at Mission and Geneva. The plan also calls for an increased frequency of bus runs on this route to every 10 minutes during midday. The 37-Corbett originates at Haight and Masonic, runs along Haight and Cole to 17th, then along Roosevelt Way to 14th and Market to Corbett Avenue to either Burnett Loop or Diamond Heights.

Those who should benefit most from this improved service are residents in the Richmond, Marina, Presidio, Diamond Heights, Portola, Bernal Heights and Bayview/Hunters Point districts.

The 44-O'Shaughnessy, which ran from Diamond Heights to Forest Hill Station, was upgraded and replaces the 10-Monterey, north of Forest Hill Station, going across Golden Gate Park on 10th Avenue and into the Richmond District. It doesn't travel over Diamond Heights, but takes O'Shaughnessy Boulevard down to Glen Park BART Station. On the southern end, it replaces the 51-Silver by serving the Hunters Point and Bayview districts.

For more information, call MUNI at 558-5284.

BENEFITS

Life Insurance Programs Changed

Changes in the staff and faculty life insurance program have been made and will become effective on January 1, 1981. Adjustments can be made during the open enrollment period, November 3-26. To explain the changes, the Personnel Office has scheduled a brown bag lunch on Tuesday, November 18, noon-1 p.m. in HSW 303.

These are the changes:

1. A new plan, of four times the annual salary base, is being added to the plans offering one, two, and three times the salary base and the $2,000 plan.
2. There will no longer be reductions in insurance coverage for those age 60 and older.
3. The full amount of insurance will be reinstated for employees who are over 60 and presently have reductions.
4. The addition of 15 percent to the total premium for the beneficiary after the death of the policy holder (an optional plan) is no longer applicable after December 31.
5. Premium rates for each age group have changed. See the table for details, and call ext. 1400 for more information.

Premium Rate Change Table

Age	Old Rate	New Rate
Under 35	.20	.18
35-39	.30	.27
40-44	.35	.31
45-49	.55	.49
50-54	.75	.56
55-59	.75	.79
60-64	.75 (with reduction)	.90
65 and over	.75 (with reduction)	1.12

AUXILIARY/VOLUNTEERS

Volunteers of the Month Acknowledged

Volunteers of the Month are chosen by Volunteer Services as a means of recognizing their outstanding service to UCSF hospitals. June, July and August honorees were Emily Owyang, Edna Hough and Teresa Favuzzi.

Owyang has volunteered in the Moffitt Hospital Gift Shop since 1970, selling merchandise to patients, staff and visitors. She has also been an active member of the UCSF Auxiliary, serving as one of the Board of Directors and on several committees. Active in community volunteer work as well, Owyang transcribes for Golden Gate Braille Transcribers.

Hough, also a 10-year volunteer, assists UC Hospital's orthopaedic surgery patients with personal requests. She teaches them how to crochet and embroider, helps with personal grooming, care of plants, letter writing and any number of seemingly "little" things that are really "big" things for a patient to manage.

Hough has done a number of different things during her 10 years at UCSF. She is remembered in the Intensive Care Nursery, the Eye Clinic, the Hard of Hearing Clinic, patient orientation, and for visiting patients from out of town. She has conducted tours of the campus for Volunteer Services' visitors and has participated in special projects, such as disaster drills, hypertension screening and health hazard appraisal.

In 1979, Hough received the Volunteer Service Award from the San Francisco Council of Churches for her work over the past seven years delivering the *Senior Block Information Newsletter* to senior citizens. She volunteers as financial secretary for Grace Lutheran Church and makes lampshades for patients at Laguna Honda Convalescent Home.

Nominee for the Bay Area Activist Award, Teresa Favuzzi brings a history of community involvement to her work at UCSF, begun in 1979. She created the volunteer program in dermatology, out of her own sensitivity as a dermatology patient to the needs of others. She coordinates the psoriasis care slide show, plans patient activities and gives emotional support.

Favuzzi's community activities include volunteer work with the Muscular Dystrophy Association, the American Heart Association, the Pacifica Recycling Center and Greenpeace.

RSVP Recognizes Two Volunteers

RSVP, the Retired Senior Volunteer Program, recently acknowledged two UCSF volunteers — Etta Hofsas and Mary Kane. RSVP is an ACTION agency, that is also sponsored by the San Francisco Council of Churches. The organization has provided older adults as volunteers for UCSF Hospitals and Clinics programs since 1974.

Hofsas has been a volunteer at UCSF for five years. Currently, she works in the pediatrics playroom. Kane, a nine-year volunteer who currently works in the Volunteer Services Office, was UCSF Volunteer-of-the-Month in March and was also honored as RSVP Volunteer-of-the-Month in May.

Celebration Held

Volunteer Services acknowledged its volunteers during October in a week-long celebration with the theme "VIP — UCSF Volunteers — Important People."

Activities from October 5 to 12 included the annual luncheon at University House on October 9, awards in departments for hours-in-service, VIP buttons worn by volunteers and displays in Medical Science and Moffitt lobbies. A new speakers bureau will provide lecturers to community groups and will recruit volunteers.

SFGH

SFGH Medical Service Chief Named

Merle A. Sande, MD, has been appointed professor in the UCSF School of Medicine and chief of the Medical Service at the UCSF-affiliated San Francisco General Hospital Medical Center. Sande, who assumed his new position on September 1, was selected after a nationwide search.

From January through December 1979, he was acting chairman of the Department of Medicine, University of Virginia, Charlottesville. He had been a member of that faculty since 1971. During the past six months, Sande, who is widely known for his work in the field of infectious diseases, has continued his research in the Ciba-Geigy Laboratory in Basel, Switzerland.

Arthritis Center Director Named

Ira M. Goldstein, MD, a distinguished researcher in the fields of immunology and cell biology, has been appointed director of the new Rosalind Russell Medical Research Laboratory for Arthritis at SFGH Medical Center and chief of the SFGH Rheumatology Service.

The SFGH laboratory is one component of UCSF's Rosalind Russell Medical Research Center for Arthritis, which was established in 1979 in honor of the late actress. The overall center, one of the most comprehensive programs of its kind, integrates arthritis research on the UCSF campus and at the San Francisco Veterans Administration Medical Center, as well as at SFGH. It also includes the Rosalind Russell Arthritis Clinics at UCSF.

HOSPITALS/CLINICS

Dietetic Intern Arrives from East by Bicycle

Ann Chalmers, dietetic intern, has just come to UCSF from the East Coast. She is a recent graduate, in foods and nutrition, of Rhode Island University in Kingston, and a native of East Providence. She arrived on campus in September . . . by bicycle.

"It took two and a half months," she says of the 3,500-mile journey. There were no sick days, no unpleasant incidents, only three and a half days of rain, and a few heat waves.

"I came by the northern route," said Chalmers, "Minnesota, Wisconsin, South Dakota, Wyoming, Idaho and Oregon, my favorite state during the trip. I saw Mt. Rushmore, the Black Hills, Yellowstone Park, national parks, the Rockies."

Chalmers said she decided to take the trip after seeing an ad on a school bulletin board posted by a fellow student who was also planning to bike to California.

"I had never done any long-distance biking," she said, so she started off slowly, but built up to an average 80 miles for an eight-hour day, 60 miles in the mountains. The longest day was 105 miles, she said.

"We took a total of about a week in rest days," Chalmers said. "We slept in the national parks, or on the side of the road at times. In the Midwest, every town had a park, and we could stay free of charge. People were so friendly."

Chalmers said the trip convinced her that people really are pretty good, and it gave her a chance to see the country for the first time.

Ann Chalmers rode 3,500 miles by bicycle from Rhode Island.

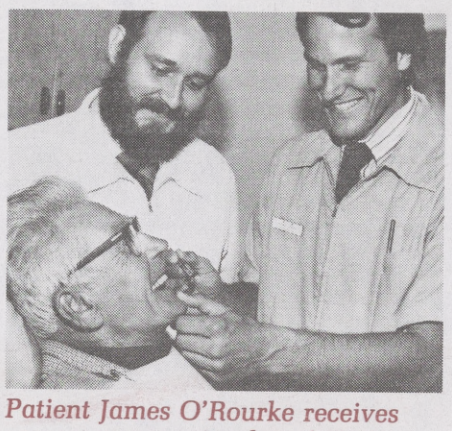
Rosemary Fredericks, for 10 years the head nurse in the Kidney Transplant Unit, has returned to school to work on her master's degree. A student in the UCSF School of Nursing, Fredericks works part-time in the Nursing Administration office.

(l-r) UC Regent Yori Wada, Vice Chancellor of Academic Affairs Shirley Chater, Chairman of the Edison Uno dedication Joseph Spinelli and Public Service Awards Committee Chairman Freeman Bradley hold the plaque that was recently dedicated to Edison Uno. Uno was assistant dean of students at UCSF from 1969 to 1974. He was highly regarded by students and employees as one who gave his time and energies to represent the best interests of the campus community as well as of the city.

SCHOOL OF DENTISTRY

James Coggan, DDS, assistant professor of periodontology, during trial races at Newport qualified, along with his sailing team, for the U.S. Olympics. They went to Kiel, Germany, and finished fourth among 35 competitors. Coggan has been sailing for 30 years, since his boyhood days in Michigan. In the picture, Dick Murray (background) of UC-Santa Cruz, George McMeans, Kaiser engineer, and Coggan (hidden from view) sail the San Francisco Bay.

Program Brings Community Dental Care to Seniors



Patient James O'Rourke receives care at community dental clinic from Brian Adams (r) and Jay Huffaker. Adams was awarded top recognition recently by the National Student Dental Association.

Within the next 20 years, 30 percent of the population will be over age 65. Yet making comprehensive dentistry more accessible to older Americans is one of this country's most neglected health care needs.

Students and faculty of the School of Dentistry are addressing the problem through a special Senior Citizen Community Dental Program, which began early this year. Since January, more than 300 patients, most of whom had not seen a dentist in years, have participated in a series of monthly screening sessions and follow-up instruction in dental health, conducted in neighborhoods where large numbers of older San Franciscans live.

The screening program has been offered at the North of Market Senior Center in the Tenderloin neighborhood; at the Canon Kip Community House and the Salvation Army's Silvercrest Senior Housing Project in the South of Market area; at the Mission Presbyterian Church; and at the Aquatic Park Senior Center, open to the whole city.

Organized by Brian Adams, a fourth-year dental student, the program is approved by the San Francisco Dental Society and is under the supervision of Samuel J. Wycoff, DDS, professor and chairman of general dentistry and director of community dentistry; David N. Firtell, DDS, professor of restorative dentistry, who heads a new course at UCSF in geriatric dentistry; and Phoenix Sinclair, DDS, director of the UCSF Buchanan Street Community Dental Clinic.

After the dental needs of the elderly patients have been assessed, they are referred for low-cost, high-quality treatment at the dental clinic in the new UCSF School of Dentistry building, 700 Parnassus Avenue, or to one of the two UCSF Community Dental Clinics at 100 Buchanan Street and SFGH; or to a private-practice dentist of their choice. Transportation is provided for those needing it in the Canon Kip Community House's mini-bus.

Although many patients need dentures, the program emphasizes a total approach to dental care, including preventive dentistry, control of gum disease and special attention to patients' overall physical and psychological needs.

Wycoff explains: "One major goal of the program is helping students understand how such conditions as anxiety and chronic disease affect elderly patients. Knowledge of the changes that take place in the tissues of the mouth and of the special nutritional needs of older people also is important."

As part of the outreach effort, the students and faculty are currently providing dental care for two completely home-bound patients. They look forward to expanding the Senior Citizen Community Dental Program to include screening and care in convalescent and chronic care facilities.

Another project is developing a new two-chair dental clinic in borrowed space at the Central YMCA on Golden Gate Avenue. According to Wycoff, this will offer opportunities to experiment with some needed environmental changes for dentists' offices, such as suitable lighting and waiting room chairs that older people can get in and out of more easily.

The students taking part in the Senior Citizen Community Dental Program share a special concern for the health problems of the elderly. During the past year, for example, Brian Adams has been a delegate to policy-planning legislative sessions in this field at both the state and national levels. Another fourth-year student, Jay Huffaker, is the president of a new campus organization, the UCSF Chapter of the American Society of Geriatric Dentistry.

The program is coordinated with the Multidisciplinary Program in Applied Gerontology, which draws from faculty resources in the four UCSF schools and which is sponsored by the programs in medical anthropology and medical sociology.

Claire Leeds Wray

LPPI / PSYCHIATRY

Stop-Smoking Program Under Way

Experts at UCSF have started a new, free stop-smoking program to prepare former smokers for the inevitable urge to smoke again. Reliable techniques are enhanced by a strong emphasis on preventing relapses.

Sponsored by Langley Porter Psychiatric Institute's Habit Abatement Clinic, the new program is open to cigarette smokers between the ages of 21 and 55 who do not have heart or lung disease.

The National Institute of Drug Abuse is supporting this one-of-a-kind program with a three-year grant of $269,000. More than 125 persons are expected to participate in this research-oriented stop-smoking program, directed by Sharon Hall, PhD. Reese Jones, MD, serves as medical director. The goal of the project is to find the best ways to keep people from going back to their cigarette habit after they have quit.

Participants pay $65 when they start and get back all the money by the time they complete the third follow-up questionnaire. Staying off cigarettes is not a factor in reimbursement, Hall points out. The $65 deposit simply provides incentive to complete the research aspects of the project six weeks, six months and one year later. Any money not collected by participants goes to the American Cancer Society, she says.

"We know how to help people quit smoking," says Dr. Hall. "We've been refining those techniques for years. We have learned that anger, anxiety and indirect social pressures are clues related to relapse."

"Now we want to study intensively the relapse situation and, if possible, pinpoint the reasons why some people do start smoking again, and the reasons why others are successful at staying off cigarettes."

The UCSF stop-smoking program consists of 12 sessions over a period of 3 weeks. Each session lasts for an hour and 15 minutes and takes place at Langley Porter. Booster sessions are held four weeks and six weeks later. Day and evening hours are available. To register or receive more information, call ext. 7-453 and ask for Deborah Rugg.

Friends Hold Annual Meeting - Selma Fraiberg Guest Speaker

(l-r) Mabel Schine, Friends president, guest speaker Selma Fraiberg and Friends second vice president Jane Sutton at recent annual luncheon.

Author and expert on infant mental health Selma Fraiberg was the guest speaker at the recent annual meeting and luncheon of the Friends of Langley Porter Psychiatric Institute, held at the California Culinary Academy.

Fraiberg's topic was "Psychiatry and Infant Mental Health." She is internationally known for her scientific research and her writing about the importance of infancy in personality development. Her books, *The Magic Years* and *Every Child's Birthright: In Defense of Mothering,* have sold millions of copies around the world.

She is editor of a new book, *Clinical Studies in Infant Mental Health: The First Year of Life.* Fraiberg is professor of child psychoanalysis in the Department of Psychiatry at UCSF and director of the Infant-Parent Program at SFGH Medical Center.

At this year's annual meeting, former Friends president Jay Darwin, co-founder of Friends Alfred S. Wilsey Sr. and United Airlines were honored for their encouragement and support of mental health in the Bay Area.

The Friends of Langley Porter is a nonprofit organization that promotes mental health and helps improve the lives and care of the mentally ill. The institute's treatment, research and training programs benefit enormously from the organization's activities.

Science News Editor to Give Lecture

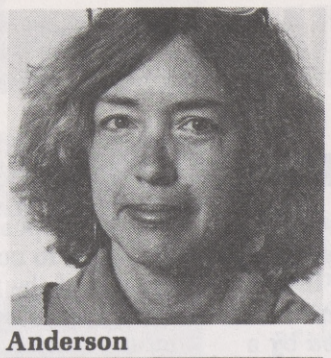
Barbara Culliton, news editor of *Science* magazine and president-elect of the National Academy of Science Writers, is the first lecturer in what is to become the annual UCSF Chancellor's Distinguished Lecture for the Public Understanding of Science.

Culliton will deliver a public lecture, "Biomedical Research Enters the Marketplace," on Wednesday, November 19, at 4 p.m. in 302 HSW. It is part of the five-day lectureship, the week of November 17, during which time faculty, students and staff will discuss ways of strengthening public understanding of biomedical science.

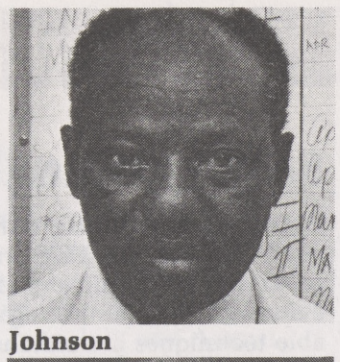
"It is imperative in a democracy that people fully understand these biomedical, scientific and technological issues," said Chancellor Francis A. Sooy, MD, of issues created by science and technology that increasingly impinge on society and the daily lives of individuals. He said that this understanding would lead to more informed choices.

"Science writing in the lay press and media is the key to this public understanding," the Chancellor said, in announcing the lecture.

MOVING



Anderson



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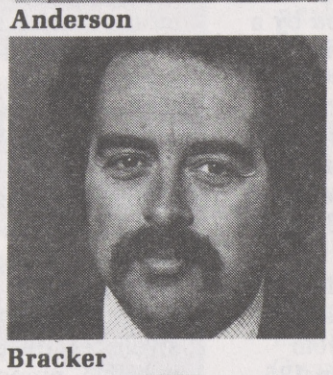


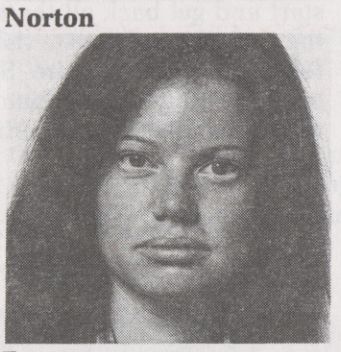
Bracker

Mitchell

Bradley

Norton

Chambers



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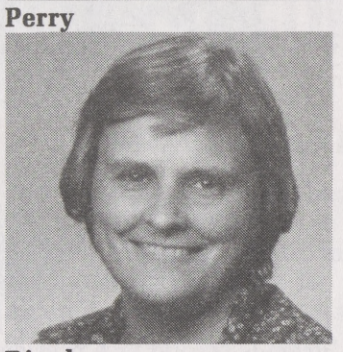
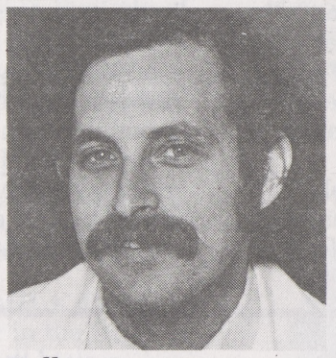


Ripple

Hall

Robinson



Heller

Williams

Jan Anderson, formerly an editorial assistant in the G. W. Hooper Foundation, is now editor in the School of Pharmacy and assistant editor for Y. W. Kan, MD, Professor of Medicine.

Allen Balderson, editor of *UCSF Today & Tomorrow* and *To Our Neighbors,* has been promoted to writer in News and Public Information Services and has added responsibility as assistant editor of the *UCSF Magazine.*

David A. O. Bracker has been appointed community health program manager for the UCSF Office of Public Service Programs. He is responsible for the Community Health Education Program (CHEP) and for updating the campus *Public Service Program Directory.* Bracker came to UCSF from the Young Adult Conservation Corps, Department of the Interior, where he was an area director.

Judith L. Bradley has been appointed director of annual giving programs in the Development Office, where she will oversee these programs for the schools of Nursing, Pharmacy and Medicine and for the hospitals. She had been director of hospital development, Stanford University Office of Medical Development.

Cyndia Chambers, assistant administrative analyst in the School of Pharmacy, came to UCSF as a work/study student in 1972. Before her recent promotion, she was a purchasing assistant II in the School of Pharmacy stock room. As assistant administrative analyst, Chambers supervises a staff of four in the school's financial unit. Her staff maintains School of Pharmacy grants.

Susan Eveleth, career planning specialist in the Training and Management Development Office, came to UCSF from Webster College in St. Louis, where she was director of the counseling service. Eveleth's professional training is in counseling psychology. She will head the new Career Planning Program at UCSF.

Beverly A. Hall has been appointed chairperson and associate professor, Department of Mental Health and Community Nursing, School of Nursing. Hall comes to UCSF from the University of Washington School of Nursing in Seattle, where she was acting director of the Office for Nursing Research Facilitation and associate professor of psychosocial nursing.

Michael B. Heller, associate director of the Emergency Department since 1979, has been appointed director. Before coming to UCSF, Heller was academic director of the Emergency Medicine Residency Program at Kern Medical Center in Bakersfield.

David Johnson is supervisor of Affirmative Action Outreach and Special Services, a new position in the Personnel Department. As part of the employment section of Personnel, Johnson assists campus departments in achieving their affirmative action goals through special recruitment efforts, and by working with minority professional and community organizations.

David L. Mitchell has been appointed director of Development. He and his staff advise campus units on the cultivation and solicitation of private gifts and assume responsibility for coordinating and implementing all activities to raise funds from the private sector. Mitchell was associate director of Development and director of Foundation Relations at Northwestern University before coming to UCSF.

Barbara L. Norton has been appointed coordinating officer in the Alumni Affairs Office. She develops, implements and supervises the total alumni program at UCSF, which includes working with AAUCSF officers and the staffs of the four professional schools' alumni associations. Norton had been coordinator of medical public events and alumni activities at Stanford University.

Patricia Perry has been appointed assistant to the director of Finance, UCSF Hospitals and Clinics. In this position she provides staff assistance to the finance director and works with hospital directors and department managers on projects related to the fiscal operation of Hospitals and Clinics. Perry came to UCSF from the Health Care Financing Administration in Washington, D.C., where she was a management analyst in the Office of Research and Statistics.

Helen Ripple has been appointed associate director of Hospitals and Clinics/director of Nursing Services. She has also been named associate dean in the UCSF School of Nursing. She will direct the full scope of inpatient nursing activity and, as a senior member of the hospital administrative staff, she will help direct and supervise institutional affairs. Ripple previously was director of Nursing at the University of Virginia Hospitals, Charlottesville.

Jini Robinson, editor of the *UCSF Journal,* has been reclassified as senior public information representative. In addition to being *Journal* editor, Robinson has responsibility in the Department of News and Public Information Services for disseminating news to the public from several campus areas and departments and assists local and national media representatives in gaining information from UCSF.

Donna Williams has been appointed acting director of Campus Food Services. Since 1977, she has been associate director of Food Services and will hold her current position until a permanent director has been named.

Long-term Employees Retire, Resign

Eric Owyang, chief pharmacist in Pharmaceutical Services and clinical professor of clinical pharmacy, retired during the summer after 37 years at UCSF.

Owyang received his BS degree from the UCSF School of Pharmacy in 1941 and was hospital pharmacy resident until 1942. He was named "Hospital Pharmacist of the Year" by the California Society of Hospital Pharmacists in 1977, in recognition of his important and longstanding contributions to the practice and profession of hospital pharmacy. In 1978, he received the prestigious Thomas N. Burbridge Public Service Award in recognition of a "firm and long-lasting commitment to his church, his community, to public service, and his involvement with students."

Owyang remains at UCSF as a consultant for the Division of Clinical Pharmacy Externship Course.

Evelyn Peterson, director of Campus Food Services, retired in September. A member of the UCSF Hospitals and Clinics staff since 1957, Peterson was appointed associate director of the Department of Nutrition and Dietetics in 1967 and became director of Campus Food Services in 1977.

Melvin Pipkins resigned in September as department manager of Hospitals and Clinics Laundry/Linen Services. He has returned to his native Houston, Texas. Pipkins was initially employed at UCSF in 1963 as a laboratory assistant. In June 1970, he became superintendent of Laundry/Linen Services, and in August of the same year, he was named department manager, a position he held until his recent resignation.

Pipkins was a founding member of UCSF's Black Caucus, which was formed in 1968. An active member, he served a term as vice president and as a member of the steering committee.

He Did What Seemed Impossible

To look at an ant, one wouldn't think it could carry 800 times its own weight . . . but it can.

To look at a bee with its short wing surface, one wouldn't think it could fly . . . but it does. With these engineering inspirations, Ray Litke, principal development engineer with Educational Media Resources (EMR) and a UCSF employee since 1959, invented the wireless microphone, an instrument that just couldn't work . . . but does.

The wireless microphone, called the Vega after the firm that first manufactured it, has freed countless performers, educators and every president since 1960 from the limitations of conventional models. The Vega got its first widespread use during the Democratic and Republican national conventions in 1960.

Litke, a married man with four children, spent more than four years at home evenings and weekends perfecting his "gadget." Word of his new invention spread, and soon several companies were bidding for the rights to it, which forced Litke into an extensive patent search. It cost him $10,000, an amount he couldn't afford. He paid it because he felt he was too involved to turn back.

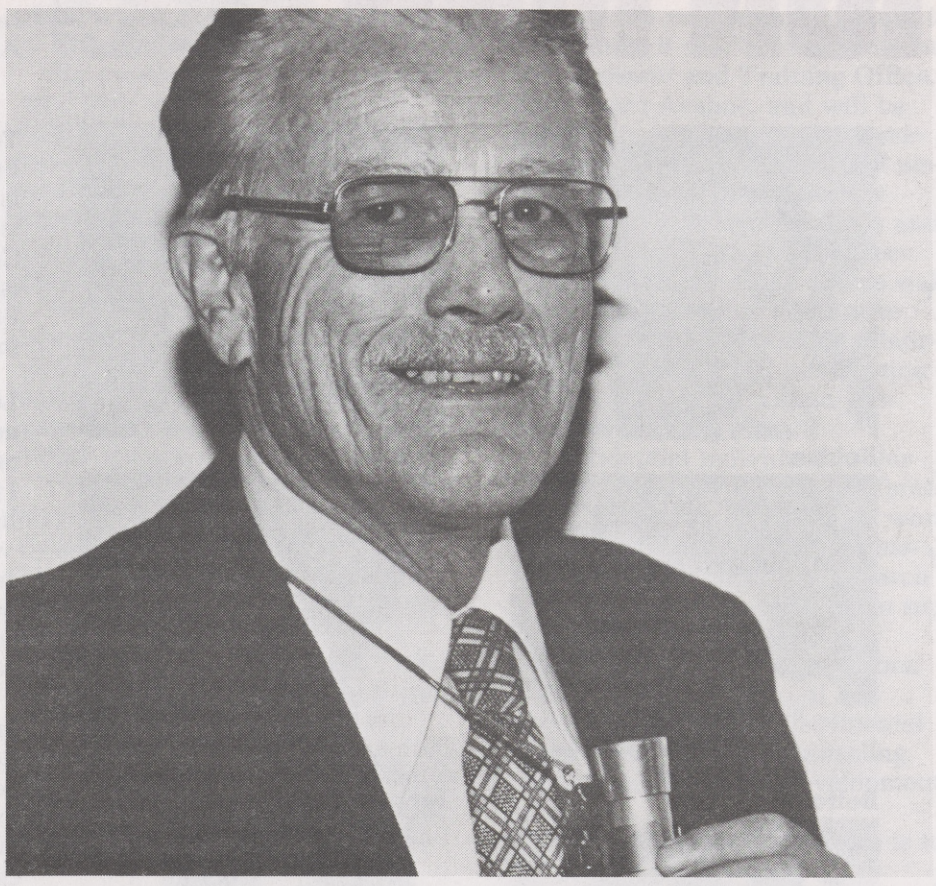
His next hurdle was to obtain clearance from the Federal Communications Commission (FCC). Litke says: "I was told by lawyers that the FCC would tear me apart, piece by piece. The first day I was there in this big hall, huge pillars, tall ceilings . . . enough to scare you to death. Worst of all were those stern-faced people sitting around. I felt like I was in court."

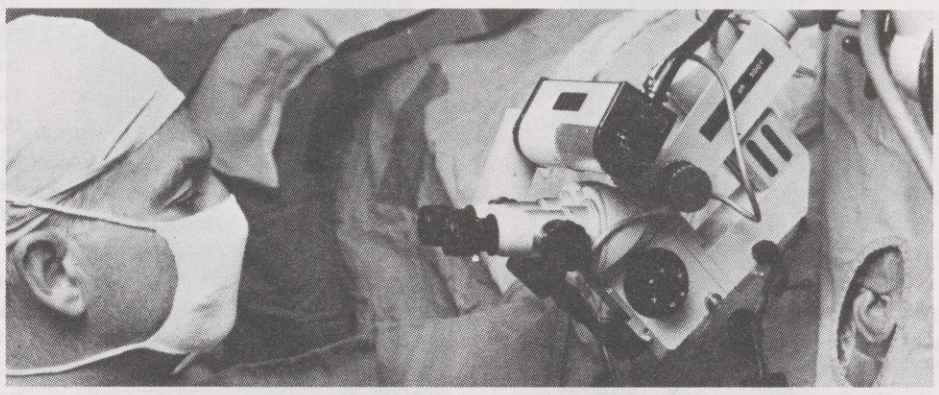
They did tear everything apart, but did not reach a decision until the following morning.

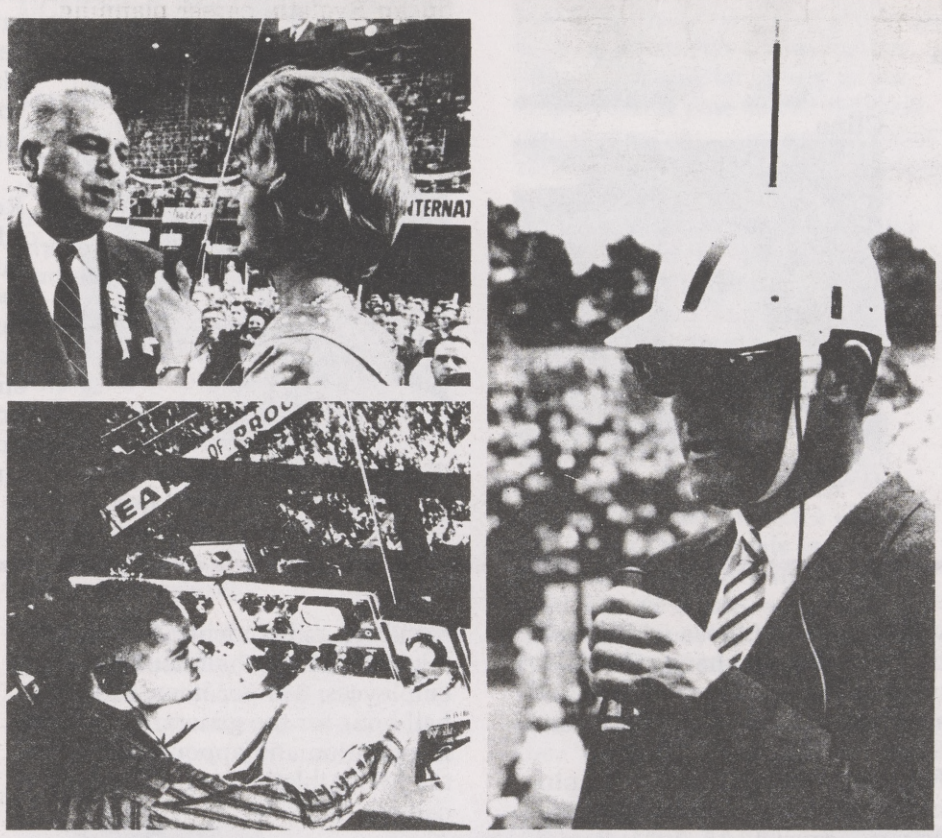
"The big daddy of the FCC attended that meeting," Litke recalls. "He was clear at the other end of the table, about half a mile away." Litke's selling point for his new invention was that it could broadcast only 100 feet and therefore would not interfere with other stations. He asked for one frequency.

The FCC seemed impressed with the instrument because it was only three inches long, weighed only four ounces and contained its own power supply and transmitter. The head of the FCC then asked one of the board members to take a walk with it to see how it sounded. "We were on the ninth floor of the FCC building, which is concrete and steel. Well, the guy walked into the elevator, went down, kept talking, walked out of the building and around the block and then came back. We heard him the entire time.

"It wasn't supposed to go that far. I thought I was done for. But then the FCC ended up giving me 12 frequencies instead of one. I knew I was a success."







(top to bottom) Litke with his cordless microphone. Dr. Sooy and the camera-mounted microscope used in ear surgery. (l) Reporters use Vega mikes at political conventions and (r) officials use it at the Olympics.

The wireless microphone is not the only invention for which Litke is responsible. He developed a device contained in a life vest used by the merchant marine. When a man goes overboard, he pulls the rip cord on the vest to inflate a balloon that transmits a small electronic flash, which aids in rescue attempts.

The more challenging the job, the better Litke likes it. The Catholic Church wanted an invisible mike, so he devised one that is contained in a gold cross and hangs around the neck from a gold chain. The chain serves as an antenna. Scantily clad Las Vegas show girls found it difficult to conceal a mike during their performances, so Litke devised a mike to be worn in the hair.

When Litke first came to UCSF in 1959, he was the chief engineer of what was then called ETV (Education Television). He set up the entire department — now a multifaceted unit, directed by Peter Ng — from scratch.

"I can remember when we were only a two-man outfit. The campus had no permanent TV cables, so every time there was a program to be telecast the next morning, we would have to go up on the roof of Moffitt at night and run cables. One of us would hang out the window and the other one would be on the roof handing the cables down. We had to do that many a cold winter's night. There was no ledge on that roof, so it was rather precarious."

Since then, Litke has designed a TV system for the whole campus, which includes 300 locations for transmitting and receiving.

A talented man with an insatiable desire to create, Litke has made many contributions to UCSF. He is responsible for the electronic designs of Moffitt Hospital, the new Joseph Long Hospital, the Ambulatory Care Center and the Nursing and Dentistry buildings; he has just completed installing a permanent TV and sound system in Toland Hall; and now he is designing the new TV studio in the School of Dentistry building.

In the late 1960s, he was responsible for bringing to UCSF the first camera to be mounted on a microscope, which was used by then Professor Sooy to televise his ear surgeries for students and fellow physicians.

Litke has patents on many inventions and says that, while he is not a millionaire, he does live comfortably. He feels especially proud when he is watching TV and sees someone like Lawrence Welk, Dolly Parton or one of the presidents of the U.S. using his microphone — an invention that just couldn't work . . . but did.

Allen J. Balderson

Child Care Playground Named, Dedicated

The UCSF Child Care/Study Center's playground has been officially named in honor of Betty Sooy, wife of Chancellor Sooy.

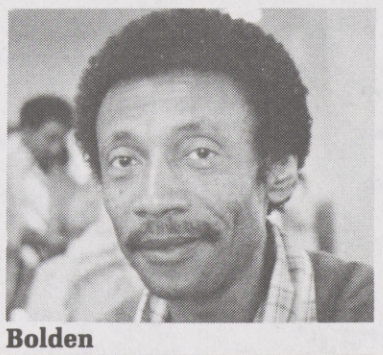
Dedication of the Betty Sooy Playground was held on October 22 at the center. A plaque reads: "The Betty Sooy Playground Child Care/Study Center — dedicated to Betty Sooy in recognition of her concern for and support of programs which have benefited the children of UCSF, students, faculty, staff and the neighboring community."

QUESTION MAN

What issue will determine the election?

Interviews conducted by Allen Balderson

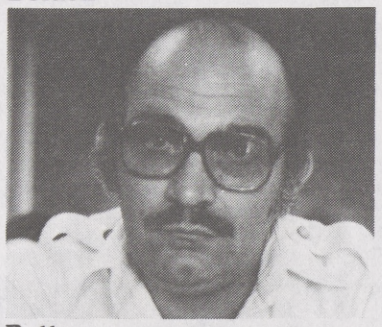
Forrest Bolden, principal clerk, Laundry/Linen Services: I never really ever thought about it, but Carter will get in no matter what the key issue is. He'll get in because he is in the seat now. I don't know whether there is a key issue to determine the next president.



Bolden

Elias Botto, technician, Clinical Labs, Chemistry: Nationally, it's mainly the economy for this country. Internationally, it is the hostage situation. If it's resolved before elections then Carter would have a better chance, I'd imagine.

It's a play on human emotions, really. Also if Anderson were to withdraw, the balance would go to Carter. It actually pays for Reagan to keep Anderson's campaign going.



Botto

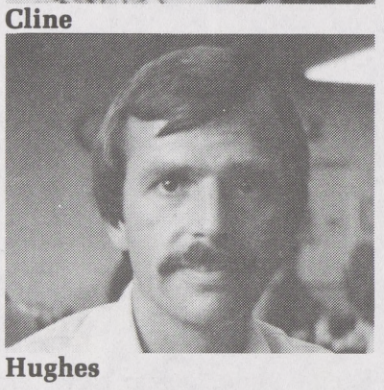
Lillie Mae Bryant, foster grandparent, 15th floor Moffitt Nursery: I'd say that Carter would win, the way it looks now, because of his politics and personality. That's my belief. I see the issue being the personality of the individual. I believe in Carter's personality, but I'm not sure whether he's a good person.

Bryant

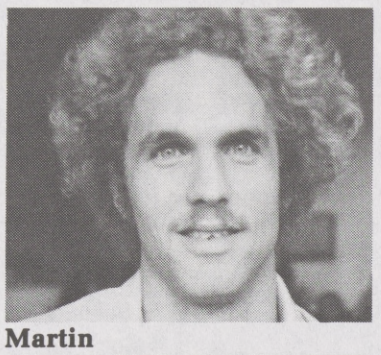
Jackie Cline, nurse, Gynecology: I'm personally not up on politics and therefore can't say whether there would be a deciding factor or issue. The women's coalition, however, seems to have brought about a number of key issues that were the determining factor of who the Democratic nominee would be. That could be a deciding factor on who will get elected.

Cline

Tom Hughes, EKG technician, Cardiology: I'd say there are two key issues — inflation and foreign policy. They're both almost self-explanatory. With inflation there has been a drastic change since Carter's term. It's gone way up — it's today's main conversation. With foreign policy, it's frightening, with a threat of nuclear war. Pressing the panic button is becoming a familiar phrase.



Hughes

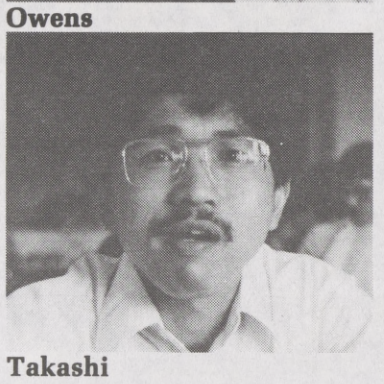


Martin

Melikian

Miyamoto

Owens



Takashi

Tom Martin, resident, Pediatrics: Foreign affairs. I think that if there is a major move in the Mideast crisis or in the Iranian situation, then Carter will be elected. If there isn't, then it's really up in the air. But I do think that there will be a move and he'll get re-elected.

Louise Melikian, administrative assistant, Tours/Speakers Bureau and Information/Visitors Center: I think there are several issues. We have to get out of this recession, we have to get jobs for people, we have to get food on the table and we have to bring those hostages home. Not to mention cutting taxes. Amen.

Jean Miyamoto, nurse, Operating Room: The economy. I think most people are concerned about it even though they say we're coming out of the recession. If only one of the candidates can somehow deal with the issues and come up with a program to deal with our economic problems. For example, stabilizing inflation, helping unemployment rates, taxes. People are also concerned about rising costs of living, including health care costs and housing. Also foreign policy is another big issue.

Emilienne Owens, program assistant, Continuing Education in Nursing: I don't know — it is such a mess. If one of the candidates would keep his mouth shut, he'd win. Whenever they speak they get into trouble. I don't really see a key issue. It's the individual candidate's personality. I'm a regular voter, but I don't know if I'll punch either one this time.

Reiji Takashi, biochemist, CVRI: I feel it depends on the personality, but I think most of the U.S. people feel that inflation is a very important issue, especially when it comes to debate. But then again, since I'm a foreigner, foreign policy is very important to me. I must say, though, that I do like Anderson.

BULLETIN BOARD

The Sex and Disability Unit of the Human Sexuality Program has received funds to provide training in family life education and social skills development for teachers and parents of the disabled. Priority will be given to those whose students or children have either sight or hearing impairment. Two workshops have been planned: "Social Skills Development Training," February 7-8, 1981, and "Training in Sexuality and Family Life Education," April 12-15, 1981. For more information or to be placed on the mailing list, write to Sex and Disability Unit, Family Life Education Training Project, 814 Mission, San Francisco, CA 94103, or call ext. 1068.

The UCSF Teen Clinic has a "Shape-Down" program to help overweight teens lose weight. The 16-week program is offered twice a year, in September and January. For details call ext. 2184.

Millberry Union's massage service has been expanded to five days a week, from 10 a.m. to 8 p.m. Early 8 a.m. Wednesday morning appointments are given, as well as Shiatsu massages on Tuesday evenings. This service is open to the general public. Fees are: $12.50 per hour, $7.50 per half-hour for MU members and students; $15 per hour, $12.50 per half-hour for UCSF employees; $18 per hour, $13 per half-hour for the general public. For information and appointments, see the MU Athletic Control Desk or call ext. 1115.

The PhD program in Human Development and Aging is accepting applications for fall 1981 from behavioral science graduate students with an MA or equivalent. Health sciences and humanities students with adequate behavioral science training at the master's level will be considered. Contact the admissions coordinator of the program, 745 Parnassus, before February 1981.

Veterans in residency or postdoctoral programs who want VA educational benefits must have forms signed by a VA-authorized certifying official. If this procedure is not followed, benefits are delayed, or the VA can demand repayment. The authorized official for UCSF is Marcia Grumme, Financial Aid Office, Veterans Affairs, 520 Parnassus, Lower Level. Departmental inquiries about benefits should be directed to Alisa Stansbury, ext. 4181. Advisors are available on a drop-in basis Mondays and Thursdays, or by appointment the other days of the week between 8:30 a.m. and 5:15 p.m.

Volunteer health educators are needed by UCSF's Community Health Education Program (CHEP) to talk with organized senior citizens' groups in San Francisco. CHEP has been conducting health education programs for seniors for the past six years. It is one of UCSF's most widely recognized community outreach programs, composed of health professionals who volunteer to speak on specific topics. Several thousand senior citizens in San Francisco have become better informed and more involved in their personal health because of CHEP. If you would like to be a volunteer health educator, call David Bracker, Community Health Program manager, Office of Public Service Programs, at ext. 3206.

Doing What You Want No 'Pie in Sky' Proposition

Wouldn't it be wonderful to earn money doing something you love doing?

Yes.

"Well," says UCSF career planning specialist Susan Eveleth, "earning money doing what you want, in an environment you like, surrounded by people you want to be with, is not a pie-in-the-sky proposition."

Eveleth is the initiator of the Development and Training Office's new Career Planning and Development Program (CPDP). She says, "This program helps people to be proactive rather than reactive" regarding career planning.

Eveleth explains that career development and career planning are two separate entities:

"Career *development* means working within a given job area . . . enhancing, refining, growing. Career *planning* means looking at one's own work value system and skills, and at the environment in which one wishes to work for maximum effectiveness, and utilizing those skills.

"People do have a given set of skills which show up in a number of different ways," says Eveleth.

But people do not always recognize their skills and the relationship of these skills to available careers; they don't identify their work values or think imaginatively about their career choices. Eveleth's program is designed to help employees to do these things.

The CPDP has four components: career planning and job-search skills workshops, a staff resource center, individual and group career counseling and consultation with UCSF managers and supervisors.

The employee workshops, which began October 21 and which will continue through November 11, are "Career Assessment and Planning" (October 21), "Skills Assessment" (October 28), "Writing a Resume" (November 4), and "Interview Techniques" (November 11). Workshops are offered free of charge both as separate classes or as a complete series. They begin at 8:30 a.m. and end at noon. For information on the next series, call ext. 4032.

When the staff resource center is completed, it will be located in the Development and Training Office, 1379 Third Avenue, and will be open from 8 a.m. to 5 p.m. weekdays on a drop-in basis. UCSF employees will be able to borrow books, catalogs, cassette tapes and other materials related to career planning and development, as well as job-related topics relevant to problem solving, issues for minorities and women and information on training and education programs in the Bay Area.

Confidential individual and/or group career counseling is offered by Eveleth, with emphasis on work values clarification, skills assessment, career planning, job search skills training and information support networks.

For managers and supervisors, the CPDP will develop, if requested, short-term departmental workshops in career-counseling skills to support staff development programs.

"The goal of the workshops is to help people be more articulate about their interests, values and skills," says Eveleth. "I've noticed that when people tell you what they do, they give a job classification, such as AA II, but don't say what kind of work they actually do. How do they feel about what they do? Can they describe their jobs without reading off their job description?"

One of the myths Eveleth seeks to dispel is that "up is the highest good. We have lateral transfers which have many benefits," she emphasizes. "The point is to have a job where you are utilizing your best skills and feel good about what you are doing."

The CPDP does not make job referrals or placements, but it can help participants learn how to establish networks or stay visible in their chosen fields.

"We're trying to help people be more discriminating about their work life, and to discover and utilize their strengths."

Jini Kilgore Robinson

Employees Awarded for Exceptional Service

Ten UCSF employees recently received the Chancellor's Award for University Service. In order to be considered for the prestigious award, given twice a year, one must have been at the top of a salary range for five years, be nominated by a department head or supervisor and be selected by a screening committee.

Award winners receive a certificate, the UCSF medallion and a check for $750 from Chancellor Sooy. An extra qualifying factor is that nominees' work must be considered by the screening committee to have had a beneficial impact on the university over a long period of time.

October's recipients are:

Mary Britschgi, laboratory assistant in the Cardiovascular Research Institute, and a 27-year UCSF employee, who was nominated and selected for her contributions over the years to the efficient operation of the Intensive Care Nursery and its Blood Gas Laboratory.

Pauline Burt, administrative assistant III in the Department of Psychiatry, and employee of UCSF for 19 years, has contributed greatly to the recognition her department has received, according to her colleagues. She works in the Human Development and Aging Program, and possesses "an uncanny sense of what Washington is interested in" with respect to grants, accurately predicting budgetary shifts and where grants should go.

Mary Edith Dupuy, staff research associate in Epidemiology and International Health, and 20-year UCSF employee, is highly regarded in her department for personal qualities that make her a good example of a conscientious and responsible employee. Her colleagues note that she is a "very careful technician, conscientious to detail, scientifically curious and always eager to learn new methods and equipment."

Mary Freed, accounting assistant II in Hospital Accounting, and employee at UCSF for 15 years, makes a special effort to provide accurate and timely statistics about the Hospitals and Clinics census and patient workload. Her information is correct, useful and communicated in such a way that it is easily understood.

Richard Hall, mechanic supervisor and electrician in Physical Plant, and a 25-year UCSF employee, has been recognized for outstanding job performance. Colleagues say he is "totally aware of the necessity for timely and quality work in the electrical system of the university and the hospital." His knowledge of alarm systems is another valued contribution he makes to his job.

Mary Kahn, personnel analyst in the Benefits Section of the Personnel Department, has been a UCSF employee for the past 10 years. Her supporters note that she is one who takes the job a step further. "She has a special ability to put employees at ease under difficult circumstances . . . as one of those rare people who honestly promotes good relationships in all her actions." They say Kahn visits sick employees in the hospital, and establishes a good rapport with the families of sick and disabled employees so they will feel free to call her about benefits.

Bernice Quinn, senior animal technician in the Animal Care Facility, and 23-year UCSF employee, is noted for extra effort in caring for the animals in her department. Her work in the 12th-floor Mouse Room, according to colleagues, has "led to a well-organized and highly praised operation, and many researchers depend heavily on her expertise for their work."

Sandra Smith, staff research associate in pediatrics and chief technician in biochemistry, has been a UCSF employee for 19 years. She has made an intellectual commitment to her job, say colleagues, and has co-authored several departmental papers published in scientific journals. This has resulted in international recognition for her research efforts.

Anna Taylor, principal food service worker in the General Clinical Research Center, and a 31-year UCSF employee, has been recognized for her leadership qualities among fellow employees, her "pleasant manners and sincere regard for countless hospitalized patients . . . and unfailing professionalism and helpfulness."

Iris Ueki, staff research associate in the Cardiovascular Research Institute, and an 18-year UCSF employee, has, according to colleagues, independently adapted a micropuncture technique that allows investigators to study bronchial secretions in a manner that could lead to breakthroughs in the treatment of respiratory disease. It is said that Ueki "has demonstrated a remarkable combination of skill, innovation and personal warmth in performing her job."

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Britschgi

Burt

Dupuy

Hall

Kahn

Quinn

Taylor

Ueki

New Campus Safety Measures

The Committee on Personal Safety is composed of the following persons: Chairperson Karen K. Day, RN, Nursing Administration, Materiel Services; Lt. John Anderson, UCSF Police Department; Ginny Baker, Nursing Services; Iris Biblowitz, Nursing Services; Stella Fong-Hsu, School of Medicine; Charles Francis, Personnel Department; Ruby Freeman, Housing Office; Frank Gohr, Environmental Health and Safety; Miriam Gould, Student Health Service; Anne Grady, Biochemistry; Vicki Harris, Mail Service; Elizabeth Katz, School of Pharmacy; David Layne, Design and Construction; Guy LeBreton, Physical Plant; Amy Levine, Rape Prevention Education; Howard McFadden, Environmental Services; Erin McGinty, Nursing Services; Mark Perez, ASUC; Vera Pierucci, School of Dentistry; Margaret Schneebeli, Environmental Services; Bill Stevens, Parking Operations; Catherine Warshaw, Langley Porter; Juli Watson, Graduate Students; Linda West, School of Nursing; and Pat Wizeman, Hospital Administration.

On Wednesday evening, June 25, a UCSF woman employee was beaten and robbed on D level in the campus garage. She had finished work and had gone swimming in Millberry Union pool; when on her way to her car to go home, the robbery and assault occurred.

Outraged at this second violent crime on campus since the beginning of the year, and at increased violent crimes in the neighborhood near UCSF, employees voiced concern over personal safety. On July 3, Chancellor Francis A. Sooy established an Emergency Task Force on Personal Safety, an expansion of the Campus Committee on Personal Safety, to make recommendations for better safety provisions for UCSF students, faculty, staff and visitors. Co-chairpersons were Karen Day, RN, and Miriam Gould, MD.

Three areas of concern were chosen by the Chancellor for immediate consideration by the task force: the garage, isolated areas in buildings and on campus, and Moffitt basement.

The work of the committee, now a restructured Chancellor's Committee on Personal Safety, brings together all segments of the campus and the expertise of the UCSF Campus Police Department and the Rape Prevention Education program.

To date, several changes recommended by the committee have been implemented in the garage. The Parnassus Avenue public parking entrance and exit are open on weekdays from 7 p.m. to 6 a.m. and 24 hours a day on weekends and holidays. During the same hours the Ambulatory Care Center Garage's Arguello and Irving Street entrances are closed to drivers; pedestrians from Irving Street use the north ACC entrance and elevators to reach Parnassus.

Another safety feature in the garage is the video camera system that covers H level (roof) and the walkway to and across Parnassus to Moffitt Hospital's Emergency parking lot and the Emergency entrance. Anyone who wants to be monitored simply presses the button on the intercom located next to the Cardtrol machine at the public garage entrance, or calls the campus police dispatcher at ext. 1414 before leaving Moffitt's Emergency entrance.

Drivers who park in the permit garage sections after 7 p.m. exit up the west ramp to H level. People who remove their bicycles from A-level bike cages during these hours may exit upward via MU garage elevators. Other developments are the Campus Security Shuttle Service, which picks up passengers from 5:30 p.m. to 2 a.m. at Moffitt Circle, Langley Porter, Fourth and Parnassus and H level of the garage. Its route encompasses the area bounded by Clarendon Street, Lincoln Way, Ninth Avenue and Clayton Street. It will drop people off anywhere in this area. The shuttle also passes through the garage to take people to their cars.

Improvements in grounds and buildings include the checking of all exterior doors for repair or replacement of broken locks. Peepholes are being installed in the HSE and HSW corridor doors. In Moffitt and UC Hospitals, video cameras have been installed along the first floor corridors. A call to the police dispatcher at ext. 1414 will insure surveillance in those areas.

Moffitt Hospital is staffed with two security guards who are on duty daily from 5 p.m. to 7 a.m. They wear blue blazers, are radio-equipped, patrol all floors and provide a special escort service for Hospitals and Clinics employees. Escort arrangements can be made by calling ext. 1414. To increase security, all Hospitals and Clinics employees who work nonstandard hours wear name pins. Other campus units are obtaining name pins.

In the area of personal safety education, classes for men and women in self-defense and tear gas (MACE) are offered. Call ext. 5683 for exact schedules.

The Committee on Personal Safety conducts open campus meetings to continue to identify problems in campus safety and to make recommendations. Meetings are announced in campus publications. Call ext. 5683 for more information.

Lottery, Recipes Part of U-Way Campaign

Because of the community-wide volunteer effort, United Way of the Bay Area spent only 9.8 percent of last year's contributions on administration and fund-raising costs. Its contributions to 205 human service agencies in the five-county Bay Area serve more than a million people annually.

Gifts to United Way go far. Even a small amount is helpful: 65 cents pays for a hot meal at a senior citizens' center; $2.50 pays for a hot meal delivered to a homebound senior citizen. Twenty-five dollars provides a day of care for a handicapped infant.

A manually adjustable hospital bed and mattress for a shut-in person can be purchased for $700. And the list goes on.

This year it's going to be different. The United Way campaign at UCSF, that is. "For one thing," according to Thomas A. Ruppanner, director of Special Projects for the Bay Area United Way, "UCSF has an exceptional man as a campaign coordinator." Lavishing praise in an uninhibited way, Ruppanner talks about his dedication, his great enthusiasm, his creative and fun ideas.

He speaks of none other than Art Lundblad, assistant dean, School of Dentistry, who aims to do three things in this year's United Way campaign: (1) provide good information, (2) run a good and different kind of campaign, and (3) promote good will in the campus community.

Sitting in his office, which is draped from side to side with United Way pennants, Lundblad says the campaign will take place by mail between November 17 and 26. No representatives will visit offices or other units to seek contributions. Instead, a booth will be erected in the lobby of the Medical Sciences building as collection point for the duration of the campaign. Those who contribute will receive a lottery ticket. The drawing, which will be the week following the campaign, will yield some great prizes: color TV set, stereo, portable AM/FM radio, and many other goodies.

That's not all. Several of ten recipes from some of UCSF's most talented cooks and best-known people will be in each envelope along with the pledge cards. People will receive different recipes in their envelopes, providing an opportunity to share and exchange.

"Everyone's gift, large or small, is needed," says Lundblad. "Our goal this year is $90,000 and I'm sure we can make it."

Some changes have been made in the overall United Way campaign this year. The American Cancer Society, California division, has designated the United Way as the organization to receive gifts directed to it from institutions and businesses. And United Way has set aside an annual $100,000 for the Bay Area Black United Fund, serving the needs of the Bay Area's approximately 450,000 blacks.

Donor options to earmark gifts for any of the 205 United Way-sponsored organizations also are available, as in the past. There are several ways to contribute. Says Lundblad, "If you've never given before, you will learn that there is a lot of satisfaction in giving to someone."

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